Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 4th Quarter 2020 for period ending September 30, 2020

			Cor	nparati	ve Data	ì
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Th00 20
	2015	2016	2017	2018	2019	2020Thru09-30
Number of Complaints Filed	164	181	174	217	203	129
Number of Complainants	164	180	170	214	192	129
Repeat Filers	0	1	4	3	11	0

Commisints by Posis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Race	58	64	67	58	49	46
Color	13	20	23	21	21	18
Religion	12	8	15	10	16	4
Reprisal	62	77	91	97	95	61
Sex	50	69	59	84	73	49
PDA	1	6	2	7	4	1

National Origin 26 25 39 35 36 17 Equal Pay Act 0 0 1 0 0 0 Age 38 47 44 41 48 23 Disability 47 46 52 64 53 40 Genetics 1 1 1 3 2 2 Non-EEO 11 5 9 9 6 6 Complaints by Issue The sum of the bases. The sum of the bases may not equal total complaints filed. Appointment/Hire 22 27 9 14 16 10 Assignment of Duties 29 18 27 29 21 18 Awards 5 1 5 5 2 3 Conversion to Full Time/Perm Status 1 0 1 1 0 0 Disciplinary Action 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 70 72 103 119 89 62							
Age	National Origin	26	25	39	35	36	17
Disability	Equal Pay Act	0	0	1	0	0	0
Complaints by Issue	Age	38	47	44	41	48	23
Non-EEO	Disability	47	46	52	64	53	40
Comparative Data Previous Fiscal Year Data 2015 2016 2017 2018 2019 2020Thru09 30 30 30 30 30 30 30	Genetics	1	1	1	3	2	2
Note: Complaints by Issue	Non-EEO	11	5	9	9	6	6
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.				Com	parativ	ve Data	ı
alleging multiple bases. The sum of the bases may not equal total complaints filed. 2015 2016 2017 2018 2019 30 Appointment/Hire 22 27 9 14 16 10 Assignment of Duties 29 18 27 29 21 18 Awards 5 1 5 5 2 3 Conversion to Full Time/Perm Status 1 0 1 1 0 0 Disciplinary Action 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51	Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Assignment of Duties 29 18 27 29 21 18 Awards 5 1 5 5 2 3 Conversion to Full Time/Perm 1 0 1 1 0 0 Disciplinary Action Demotion 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment	alleging multiple bases. The sum of the bases may not equal total	2015	2016	2017	2018	2019	2020Thru09- 30
Awards 5 1 5 5 2 3 Conversion to Full Time/Perm Status 1 0 1 1 0 0 Disciplinary Action Demotion 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1	Appointment/Hire	22	27	9	14	16	10
Conversion to Full Time/Perm Status 1 0 1 1 0 0 Disciplinary Action Demotion 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1	Assignment of Duties	29	18	27	29	21	18
Disciplinary Action 1 0 1 1 0 0 Demotion 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1	Awards	5	1	5	5	2	3
Demotion 1 1 0 2 0 0 Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment		1	0	1	1	0	0
Reprimand 9 13 8 13 6 5 Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1	Disciplinary Action						
Suspension 3 7 1 9 3 2 Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1	Demotion	1	1	0	2	0	0
Removal 0 2 2 1 4 1 Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment	Reprimand	9	13	8	13	6	5
Other 0 0 2 0 1 0 Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment	Suspension	3	7	1	9	3	2
Duty Hours 0 0 1 2 0 1 Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment	Removal	0	2	2	1	4	1
Perf. Eval./ Appraisal 21 36 34 51 32 16 Examination/Test 0 1 1 2 1 1 Harassment	Other	0	0	2	0	1	0
Examination/Test 0 1 1 2 1 1 Harassment	Duty Hours	0	0	1	2	0	1
Harassment	Perf. Eval./ Appraisal	21	36	34	51	32	16
	Examination/Test	0	1	1	2	1	1
Non-Sexual 70 72 103 119 89 62	Harassment						
	Non-Sexual	70	72	103	119	89	62

Sexual		8	3	6	5	6	3	3
Medical Examination		1	3	C)	5	4	5
Pay including overtime		2	1	12	2	7	6	6
Promotion/Non-Selection		21	25	20	6	25	26	24
Reassignment								
Denied		4	1	4		9	0	6
Directed		4	0	7		10	10	7
Reasonable Accommodation Disability	on	15	12	1	1	19	18	7
Reinstatement		0	0	С)	0	0	0
Religious Accommodation	1	0	0	2	,	0	0	0
Retirement		0	2	1		0	0	0
Sex-Stereotyping		0	0	C)	0	0	0
Telework		0	8	6	5	8	1	10
Termination		18	18	23	3	16	22	5
Terms/Conditions of Empl	oyment	31	24	2	8	58	52	15
Time and Attendance		12	14	1.	3	18	16	10
Training		8	9	12	2	10	5	2
Other				-				
			Co	mp	arat	tive I	Data	
Processing Time		Previous	s Fisca	l Ye	ear l	Data		2020Thru09-
	2015	2016	201	7	20	18	2019	30
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	200.97	187.82	2 207.17 23		231.30		251.16	247.26
Average number of days in final action	58.05	5 54.44 51.27 55.4		.46 59.09		54.36		

Complaint pending during	fiso	cal ye	ar w	here	e h	near	ing v	vas	reque	stec	i				
Average number of days in investigation	21	4.41	20	5.34	L	215	5.60	22	28.90	26	59.86	2	56.84		
Average number of days in final action	30	0.14	46	5.41		39	.68	4	6.54	42	2.45	2	13.23		
Complaint pending during	fiscal year where hearing was not requested														
Average number of days in investigation	190.45 169.84 199.03 232.53 237.88											2	38.80		
Average number of days in final action	70	0.27	59	9.97		56	.48	2.08	70	0.24	60.96				
		Comparative Data													
Complaints Dismissed Agency	Previous Fiscal Year Data 2020Thru09-														
B* - √			20	15	2()16	20	17	2018	2	019	30			
Total Complaints Dismisse Agency	ed b	у	10	0]	17	2	9	29		47		21		
Average days pending price dismissal	or to)	60	0	ć	51	3	7	53		87	66			
Com	pla	ints V	Vitl	ıdra	ıw	n b	y Co	mp	olaina	nts					
Total Complaints Withdra Complainants	wn	by	6	i]	16	1	6	16		22		14		
						(Com	par	ative]	Dat	a				
Total Final Agency			Pre	viou	IS .	Fisc	cal Y	eai	r Data	ı		2020	Thru09-		
Actions Finding Discrimination	2	015	2	016		20	17	2	018	2	019		30		
	#	%	#	%)	#	%	#	%	#	%	#	%		
Total Number Findings	1		6			0		2		6		3			
Without Hearing	0	0	6	100	0	0	0	2	100	6	100	3	100		
With Hearing	1	100	0	0		0	0	0	0	0	0	0	0		

Findings of					(Comp	para	ative]	Dat	a		
Discrimination Rendered by Basis		P	rev	ious	Fis	cal Y	Zea1	r Data	ì		20207	Thru09-
Note: Complaints can be	2	015	20	016	20)17	2	018	20	019		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	1	50	0	0	0	0	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	0	0	0	0
	1		ı		ı		ı				ı	
Findings After Hearing	1		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	Ė					<u>'</u>	1			1	<u>'</u>	<u>'</u>
Findings Without Hearing	1		2		0		2		3		3	
Race	0	0	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	33
Reprisal	0	0	1	50	0	0	2	100	0	0	1	33
Sex	0	0	0	0	0	0	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	100	0	0	0	0	0	0	0	0	0	0
					C	omp	ara	tive L)ata	ì		
Findings of Discrimination		P	rev	ious	Fisc	al Y	ear	Data			20207	Γhru09-
Rendered by Issue	20)15	016	20)17	2	018	20)19		30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		2		3		3	
Appointment/Hire	$ _{0} $	0	0	0	0	0	$\mid_0\mid$	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-		-				-				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	1	33
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1		1					1	1		1	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	1		1		0		2		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0

Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	1	33	1	33
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	100	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0

						C	omp	parat	ive	Data		
Other - User Define												
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	33	1	33
Termination	0	0	0	0	0	0	0	0	1	33	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-
	2015	2016	2017	2018	2019	30
Total complaints from previous Fiscal Years	110	110	137	153	156	128
Total Complainants	104	108	132	148	153	122
Number complaints pending						
Investigation	3	3	3	5	5	8
ROI issued, pending Complainant's action	0	0	0	0	1	2
Hearing	99	104	133	134	145	100
Final Agency Action	8	4	2	16	4	19
Appeal with EEOC Office of Federal Operations	3	9	11	12	14	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-
	2015	2016	2017	2018	2019	30
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	4	1	5	9